The COMPASS

AMERICAN · ASSOCIATION · OF · SOCIAL · WORKERS

May, 1941

Local Impact of Defense Activities

National Roster of Social Workers

Announcement of National Nominations

Chapter Returns on Work-Relief Proposal

Volume XXII Number 8

AASW Headquarters at the National Conference of Social Work Convention Hall, on the Boardwalk

This year as usual the AASW will have a booth during the week of the NCSW, June 1–7, and the staff will be available for consultation. Anyone wishing to make a definite appointment is urged to call at the booth early in the week.

Regional Conferences of the AASW

The fourth session of the Southeastern Regional Conference of the AASW was held in Atlanta on March 28–29. Thirty-three persons attended from chapters in Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Tennessee, Virginia, and District of Columbia. The Conference discussed problems of social work and social workers in the South, social work and national defense, problems of chapter administration, and issues coming up for discussion at the Delegate Conference.

A. David Bouterse of Richmond was chairman and presided at the meetings. Miss Eunice Minton of Florida was elected chairman for the coming year. A continuing committee was charged with responsibility for preparation for the next conference which will be held in Florida in the late fall or early winter. Conference minutes were kept by Lora Lee Pederson of Nashville, as secretary, and provide the first comprehensive record of regional conference discussion.

The fourth annual New England Regional Conference of the AASW was held jointly with a session of the Massachusetts State Council in Boston on June 4.

Members of the Worcester, Rhode Island, Southeastern Massachusetts, Western Massachusetts, and Boston Chapters took part in the scheduled meeting and also in a second meeting April 5 on problems of chapter participation in the Delegate Conference. Persis Holden, elected non-chapter representative from Vermont, also attended the Conference.

Current state legislative issues and methods of chapter operation were the subject of one session. Kenneth L. M. Pray addressed a luncheon meeting on "Social Work and National Defense" and his paper was the subject of discussion for the afternoon session.

Contents

Article	*Page*
Regional Conferences of the AASW	2
Local Impact of Defense Activities	3
Chapter Returns on Work and Relief Proposal	5
Discussion Material on Government and Social Work	6
Nominations for Officers, Committee Members and Non-Chapter Delegates 1941–42	8
National Roster of Social Workers	13
Costs of the St. Louis Inquiry	14
Changes of Address	16
National Budget for 1941	20

THE COMPASS

Published monthly except September by
AMERICAN ASSOCIATION OF SOCIAL WORKERS
Publication office 374 Broadway, Albany, N. Y.
Editorial and General office 130 East 22nd St.,
New York, N. Y.

VOLUME XXII NUMBER 8

Officers

Wayne McMillen, *Pres.* Kenneth L. M. Pray, *3rd V-Pres.*
Pierce Atwater, *1st V-Pres.* James Brunot, *Treas.*
Frank J. Bruno, *2nd V-Pres.* Frank J. Hertel, *Sec.*
Walter West.....*Executive Secretary*

Assistant Secretaries: Dorothy C. Kahn, Grace F. Marcus, Elisabeth Mills

THE COMPASS: Edited by the Staff

Entry as second-class matter at the post office at Albany, N. Y.

Acceptance for mailing at the special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized June 28, 1924

Subscription: Non-Members $1.00 per annum. Subscription of members of the Association included in annual dues.

Local Impact of Defense Activities
A Report on Chapter Returns

THESE returns were analyzed and summarized by Margaret B. Hodges, Assistant to the Editor, Social Work Year Book, Russell Sage Foundation.

On January 28 four questions were addressed to sixteen selected chapters in the neighborhood of military and industrial concentration. The questions raised were:

1. What situations have developed or seem to be imminent which might call for some social work concern for leisure time provision?
2. To what extent are social agencies, public and/or private, equipped to meet present or anticipated needs? (In your reply could you be specific concerning the nature of the agencies that are taking responsibility for expanding activities?)
3. What planning is being done for the organization of facilities, and what groups are taking leadership in this planning?
4. Is fund raising contemplated, and if so, for what purposes are public agencies and public funds being used?

Letters received from 13 chapters within whose areas various "trouble spots" exist and two reports sent in by councils of social agencies indicate that a variety of developments have occurred in these communities calling for social work concern. As the inquiry sent from the national office was primarily concerned with the problem of adequate provision for leisure-time activities, the replies stressed this aspect.

I. Only three communities — Portsmouth, N. H., Lake City, Mo., and Kansas City, Mo.— felt no need as yet for developing leisure-time resources. In Portsmouth, the Navy Yard employes are largely commuters from nearby towns; in Lake City, the employes of the small-arms plant are 90 per cent local people; and Kansas City finds that to date the number of service men from Ft. Leavenworth spending weekends in the city is not large.

Need for recreation facilities was anticipated in Canton, Ohio, where the proposed Navy powder plant is to be started soon, and in several Illinois towns and cities near training camps where a big increase in the number of men stationed is expected soon.

The recreation problem is already acute, due to the influx of service men, in Columbus, Ga.; Jacksonville, Pensacola, and Starke, Fla.; Alexandria, La.; Fayetteville, N. C.; Charleston, S. C.; and Corpus Christi, Tex. A similar situation, caused by the large number of defense workers in the community, has arisen in Ravenna, Ohio; while in Los Angeles, San Diego, and Seattle the problem is augmented by the presence of both service men and defense workers. In many of these communities, commercial recreation of dubious character has been quick to take advantage of the situation.

Other problems presented by the concentration of service men and defense workers in or near the various communities were reported as follows: housing shortage and the growth of "shantytowns"; health problems incident to overcrowding; increase of prostitution; problems of non-residents attracted to the community because of work opportunities in defense industries, many of whom become dependent on private agencies before getting work, or who need help in buying tools, paying union fees, etc.; increase in number of unmarried mothers; housing, health, and recreation needs of Negroes; and school congestion caused by the influx of families brought by the defense program. A rise in case load due to service-connected cases was reported from Los Angeles, San Diego, and Fayetteville.

II. Private social agencies specifically mentioned in reply to the inquiry as to what extent social agencies were equipped to handle present or anticipated needs were the American Red Cross, the Salvation Army, the YMCA, and the Catholic Community Service.

At Fort Bragg, N. C., the Red Cross has tripled its staff. The Red Cross in San Diego is to have financial help from the national office on account of its increased case load caused by families of service men. In Kansas City, the Red Cross is planning courses for mothers in nursery care, cooking, etc., which it is felt will improve home standards and stimulate better training for children whose parents are working in defense industries.

The Salvation Army in Fayetteville is equipped to handle the present transient problem presented by workers seeking employment.

In Fayetteville, the YMCA has established a recreation room but this only provides for reading and letter-writing. The Seattle Army-Navy YMCA Branch has greatly expanded its activities and has established a room registry. The Bremerton Navy YMCA's program has shown marked increase, and a secretary has been loaned to organize a new Army and Navy Branch YMCA at Pt. Townsend. In Columbus, an Army-Navy YMCA was created

from public subscription in May, 1940, but recreation needs have increased to such an extent that additional space is needed. An Army-Navy YMCA is being planned for Pensacola but nothing definite has been worked out as yet. In Illinois the YMCA's recreational facilities at Joliet, Waukegan, and Rantoul are crowded; there is no program yet at Rockford, Highwood and Highland Park, or Belleville. The State Committee of the YMCA recommends that a secretary be sent to Tullahoma, Tenn., where 20,000 Illinois' National Guard are to be sent for a year's training, to determine type, kind, and cost of equipment needed for an adequate recreation program. The Committee also recommends that a special committee be appointed to supervise defense service projects, organize securing of needed funds, and plan cooperation with other agencies for off-post activities. The YMCA in Cleveland is running a midnight shift of its gym to accommodate the defense industry workers.

The Catholic Community Service in Corpus Christi provides recreation quarters for Catholic men in the Navy.

Several public agencies are mentioned in the various replies as being active in the attempt to meet the recreation problem. The San Diego Recreation Department is forming an association of recreation heads of the various camps and aircraft industries which will plan athletic programs for both enlisted men and aircraft workers, to be tied into city and school program. The Columbus Recreation Department is active in planning a broad recreation program to meet the needs of the community with particular emphasis on the soldier problem. In Jacksonville, the WPA is planning to put up a recreation building in one of the parks, with auditorium, gym, and other recreational facilities. In Charleston, the WPA has recently completed a survey of all the recreational resources available in the community, and is providing the staff for the Service Men's Club. The Corpus Christi Recreation Department has expanded its services through the use of WPA leaders.

The North Carolina State Board of Charities and Public Welfare plans to make periodic intensive studies of the situations at Fort Bragg and Holly Ridge in order that it may be alert to its responsibilities for social problems arising. The Board has approved the placement of a child welfare worker in Cumberland County to discover and follow through on children's problems, but no appointment has been made as yet. It is anticipated that the Cumberland County Welfare Department will need four additional workers within the next year to handle increased volume of work resulting from the service rendered to local draft boards, the answering of inquiries from outside agencies, and the expected needs presented by men discharged from the Army.

The San Diego Social Service Department is largely concerned with licensing and legal operation of dance halls and night clubs. The Department is working with police in an attempt to keep down the high powered slickers who are attempting to get amendments to the city ordinance making it less drastic in regard to taxi dancing, etc.

Health problems are being actively attacked in a number of localities. The Portage (Ohio) Health Board has adopted sanitary regulations to govern health conditions of the Negro workers' camp near the Ravenna Ordnance Plant. The Charleston County Health Department has launched a program to combat the increasing incidence of typhoid fever, which is thought to be due to the great influx of defense workers, and the crowded living conditions. In North Carolina, the Cumberland County Board of Health is cooperating with the Army in an attempt to better social hygiene conditions. A venereal disease unit has been recommended but to date no funds have been made available. Additional prophylactic stations in Fayetteville are anticipated. The North Carolina Board of Health has placed an assistant Health Officer in Cumberland County and there is an additional sanitary inspector. Trailer camps are inspected as regularly as possible. The New Hampshire State Board of Health is interested in working out plans for meeting social hygiene problems. The San Diego Health Department is to be furnished with ten additional workers to take up some of the problems presented by the Defense Program—venereal disease clinic, child hygiene, food inspection, and building inspection—but they have not materialized yet. The Police Department of Columbus now has a vice squad, as a result of the work of the permanent Social Hygiene Committee appointed by the mayor.

Housing needs are receiving attention in Fayetteville, where the Federal Defense Housing Administration will construct some 750 new homes for non-commissioned officers and a school unit for 1,000 students, and in Charleston, where the U. S. Housing Authority is to build a 350-unit housing project for the personnel of the U. S. Army Ordnance De-

(Continued on page 17)

Chapter Returns on Work and Relief Proposal

Action has been taken by 21 chapters on the proposal to make both assistance and work for the unemployed a federal responsibility, vested in a single federal agency. Six chapters have voted to support this proposal, 15 oppose it, or call for a more extended program of grants-in-aid for state-operated programs. Three more chapters have before them for action the recommendations of chapter committees to oppose a federally operated program. One chapter reports a "concensus of opinion," with no vote taken, in favor of the federal program, because their state has taken so little advantage of opportunities under the present grant-in-aid laws; but the other chapter in the same state is among the 15 lined up against the proposal.

Three chapters have been unable to resolve differences of opinion concerning the proposal, and 10 others replied that for various reasons, the proposal was not going to be made a subject of chapter action.

Chapters favoring the proposal advance the following considerations in its favor:

Unemployment is a national problem, and its relief demands a nationally operated program.

The present state-operated programs fail in wide areas to provide adequately for the unemployed not on WPA.

More uniformity in relief grants would be assured in a federally operated program, and migratory workers would be assured of assistance.

A federal program would be less susceptible to pressure of local conditions or attitudes.

There would no longer be haphazard financing between competing programs for the unemployed.

Among the chapters holding contrary opinions, the arguments were diverse. Some were pragmatic—the plan was felt to have become unrealistic in view of the priority of national defense measures. The majority were fundamentally not in accord with (1) divorcing states and localities from responsibility for direct relief to the unemployed or (2) combining the administration of work and assistance in a single agency. They believed that these features constituted a departure from the principles laid down by the Association, and held that:

A grants-in-aid system could and should provide larger grants to the poorer states; it could and should provide for transients; and it will do more to improve standards locally than a federally operated program.

Employables and unemployables cannot be distinguished in theory or in practice, and relief categories should not be based upon the attempt to do so.

The proposal involves parallel administrative organization in states and localities, leading to waste and confusion. Absence of local participation would in the long run mean loss, not gain, in overall effectiveness.

A centrally controlled federal agency represents a dictatorial short-cut method. It is subject to the enormous disadvantage that a political upheaval would have repercussions in every community in the land.

Several chapters opposed the proposal as setting up in effect an added relief category; whereas the chapter favors as speedy abolishment of the category system as possible, in favor of assistance to all on a needs basis. Other chapters favored the establishment of a new assistance category, but called for it in the form of state-operated general relief programs with federal grants-in-aid. One chapter wishes to see both the present federal insurance and work programs (though remaining correlated at the federal level) administered locally with federal supervision, and financed on a "sliding matching scale."

From two chapters in states 800 miles apart come almost identical counter-proposals. They call for a federally operated program of public works, eligibility for which would not be based on need; and for a program of vocational training and retraining, federally supervised and financed. For "unemployables" one chapter would further set up state-managed sheltered workshops, with federal grants-in-aid. This chapter also believes that categories should be eliminated, and all persons, regardless of settlement, relieved in accordance with needs, through a program state and locally administered, financed by all three governmental levels, with federal grants-in-aid given on an equalizing basis.

(See p. 6, this issue, for proposal for Committee on Government and Social Work.)

Delegate Conference Discussion Material on Government and Social Work

THE Committee on Government and Social Work in addition to securing action on suggested revision of the AASW Position on Public Social Services (see April COMPASS, pp. 7–9), is submitting for conference discussion the following:

National Defense

These proposals, derived largely from material in the December, 1940, COMPASS article, "Social Problems and National Defense," seem to the Committee to represent aims which the members of the Association are prepared to support. They are submitted for discussion, amplification and suggested changes. It is hoped that professional experience on these subjects as reported by chapters, will enrich discussion and provide substantial data which can be used in developing public policy.

The Association's consistent advocacy of federal responsibility for leadership in all public social services furnishes the basis for these specific aims.

Rather than create new emergency services to meet national defense needs in the health and welfare field, the now permanent agencies of government should be strengthened and extended.

Use of social work skills in selective service administration to assist in classifying men and providing social and health services to rejected registrants.

Use of social work skills in army and navy units to render necessary services to enlisted men, and in the organization of defense community services.

Note: Further problems such as deferment of social workers and social work students, and practices of agencies in relation to men called into service, are being studied by a joint sub-committee of Government and Social Work and Employment Practices. The chairman of this committee is Miss Helen Crosby of the Welfare Division, Metropolitan Life Insurance Company. In additon, the Association is represented on the Advisory Committee on Family Security of the office of the Coordinator of Health and Welfare, and on a sub-committee on Personnel which is working on problems of appraising shortages of social work skills, if these exist, and estimating the need for expanded training facilities.

Special provision for medical care for men rejected by draft.

Special training facilities for defense requirements and for readjustment to post-defense occupations.

Use of insurance provisions to protect men in military and other defense service against possible loss of benefit rights and employment status, and to ensure the security of families of such men.

Note: Some persons entering service will lose benefit rights under existing provisions, unless there is appropriate legislation to prevent this. Some defense industrial workers have already lost these rights by moving from covered to uncovered employment.

Provision for allowances to families of men in service should be based on "loss of support" theory and adequate to maintain them independent of assistance.

Note: While it is now assumed that the Selective Service Act will be so administered as to avoid the necessity for such provisions, it is already clear that some persons are being made dependent by the operation of this act and any substantial extension of the draft will probably create an immediate need for allowance legislation. It is the opinion of the Committee that allowances should not be determined by the needs of the dependents but rather related to the amount of support of which such dependents are deprived by the operation of selective service. This would require a formula that would provide standard allowances related to previous wages (within limits as in unemployment compensation or old age insurance) but well above subsistence levels.

Housing facilities for the neighborhoods surrounding military and industrial centers, portable or convertible if necessary, to avoid subsequent slum developments.

Public responsibility for leadership and funds for recreation and other social services should be recognized and made available especially in communities adjacent to military establishments or growing industrial centers. The federal government should be responsible for leadership and funds and, where necessary, for the actual operation of facilities. Subsidies to voluntary agencies should be avoided here as in other public programs. Where voluntary agencies cooperate with or are used by government, they should be required to conform to standards set for or by government agencies.

Note: (See Platform addition April COMPASS, page 9). This is especially related to the fact that in 1941 the needs of the defense program have produced a situation similar to the relief situation in the '30's. (See page 3, this issue, for reports from chapters on local impact of defense activity.) No possible extension of existing private facilities will be adequate to meet these needs, even if this method of meeting them were appropriate. It will be important to measure the effect of new needs on

normal programs for recreation, including those financed by local public and private funds. It will also be important to utilize the same theory of prescribed federal standards where government funds are used, as now governs state and local units administering public assistance.

Work and Relief

In reconsidering the Association's objectives on work and relief, the Committee on Government and Social Work made use of chapter returns (see page 5 of this issue) in the formulation of a revised statement of objectives as authorized by the National Board. The Committee believes the Association is prepared to support the following:

A fourth category in the Social Security Act to provide grants-in-aid for general assistance.

In addition to present standards for approval of state plans for assistance, such plans should be subject to approval only if they include no restrictions concerning residence, citizenship or employability.

Variable federal grants to states for all forms of assistance.

A work program sufficiently diversified to employ all persons not in private or other employment in accordance with their skills and the degree of their employability. Public employment at "socially useful" projects whether or not these compete with private industry or other public employment. No means test. Eligibility to rest on work history and availability of other employment. Federal administration and federal financing with no mandatory state or local contributions. Wages in no case less than an annual wage that would normally be adequate to maintain the worker and his family and not less than federal, state and local standards where these apply.

Use of fair hearing procedure for general assistance and WPA as well as for other forms of assistance.

Note: Extension of the fair hearing procedure should be accompanied by such modifications of present procedure as will press forward the conception of relief as a right. The Committee is working on this problem.

Advocacy of the above objectives does not preclude support of other proposals for meeting work and relief needs, so long as those proposals do not violate the principles set forth in the Association's platform.

The Committee on Government and Social Work assumes that pending the realization of some such program as the above, it may meanwhile give its support to such interim measures as the following:

Work available to all persons not otherwise employed who meet WPA requirements. Adjustment of WPA, NYA and CCC quotas to determined needs, pending development of a work program not based on need. Discouragement of local "work for relief" programs as a substitute for WPA.

Federal reimbursement for various certification activities now carried on at considerable sacrifice by state and local public welfare units.

100% federal reimbursement for expenditures on behalf of non-residents only until the establishment of federal reimbursements on an equalization basis.

A Professional Project

Maurice Powers, chairman of the Central Washington Group of the Washington State Chapter, describes an interesting project undertaken by the Group some 2½ years ago which is now proving of considerable professional value to social workers in this area.

The Marjorie Jane Penn Memorial Library, named in honor of a former member of the Association, now consists of 200 volumes and a collection of pamphlets and magazines. The library serves territory nearly 500 miles in length, in which social work library facilities had been non-existent.

Upon completing her work at the University of Chicago School of Social Service Administration, Miss Penn came west in January, 1938, to join the staff of the Kittitas County Welfare Department. So thoroughly did she win the respect of her colleagues and community by her professional competence that at her death a few months later fellow-members of the chapter felt that the most fitting memorial would be the creation of the library facilities for which she had often wished. The Central Washington Group of the chapter assumed responsibility for the memorial in June 1938.

Gifts of money and books were made by Miss Penn's family, her personal and professional associates, and former faculty members who had known her. The library was located in the office in which Miss Penn had worked, and the Central Washington Group took responsibility for buying, cataloguing, and circulating the material. The National Youth Administration assigned a worker to the project to bind pamphlets of permanent value.

(Continued on page 19)

Nominations for Officers, Committee Members and Non-Chapter Delegates 1941-42

All members of the Association vote for candidates for each of the vacancies, although some of the nominations are identified with nominating districts set up under the By-laws.

Petitions for additional nominations will be in order, as soon as this issue of THE COMPASS is received. Such petitions, however, must be filed in the National office by June 7, and according to the By-laws under the following conditions:

A. Petitions nominating district nominees for the National Board shall be signed by not less than 25 members. These members shall be from at least two chapters in any district containing two or more chapters;

B. Petitions nominating nominees at large for the National Board shall be signed by at least 50 members of not less than five chapters in three or more nominating districts;

C. Petitions nominating officers shall be signed by at least 100 members of not less than five chapters in three or more nominating districts.

Ballots will be mailed to all members of the Association about the middle of June, after which a thirty day period is allowed for voting.

OFFICERS

(One to be elected for each office)

PRESIDENT

Frederick I. Daniels, New York City.

New York City Chapter: Special Committee of One to Formulate Recommendations on Delegate Conference Proposals re Federal Agency for Unemployed, 1941; National: Division on Government and Social Work, 1935–38; Executive Committee, 1935–37; Treasurer, 1937–40; Financial Advisory Committee, 1939–41.

B.A., M.A., University of Michigan; diploma, New York School of Social Work.

Director, New York State Temporary Emergency Relief Administration, 1933–37; Deputy Commissioner, N. Y. State Dept. of Social Welfare, 1937–38; General Secretary, Brooklyn Bureau of Charities, 1938–.

Wayne McMillen, Chicago.

Chicago Chapter: Chairman, 1936–38; Executive Committee, 1938–40; Committee on Government and Social Welfare, 1940. National: Division on Personnel Standards, 1934–35, 1936–37; Chairman, Subcommittee on Civil Service, Division on Personnel Standards, 1934–35; Member, Division on Government and Social Work, 1937–40; President, 1940–41.

B.A., University of Iowa, 1917; Diploma of Higher Studies, University of Montpellier, France, 1927; Ph.D., School of Social Service, Administration, University of Chicago, 1931.

Lecturer, Associate Professor and Professor of Social Work, School of Social Service Administration, University of Chicago, 1931–; Visiting lecturer, Curriculum of Social Work, University of California; Social Survey, Community Chests and Councils, Inc., St. Paul, Minnesota, 1939.

FIRST VICE-PRESIDENT

Pierce Atwater, Chicago.

Chairman, Twin City Chapter, 1933. National: Executive Committee, 1936–39; Third Vice-President, 1939–40; First Vice-President, 1940–41.

B.A., Friends University, Wichita, Kansas.

Lecturer, Graduate Course in Social Work, University of Minnesota, 1936–40; Executive Secretary, St. Paul Community Chest, 1939–40; Executive Director, Community Fund of Chicago, Inc., 1940–.

Mrs. Irene Farnham Conrad, Southeast Texas.

Chairman, Syracuse Chapter, 1933; Chairman, Program Committee, Southeast Texas Chapter, 1939–40; Chairman, Southwest Regional Conference, AASW, 1939–41. National: Secretary, 1931–33; National Committee on Conference Program, 1937–39; National Board, 1939–41; Special Contributions Committee, 1940; Chairman, Committee on Chapter–National Procedures for Employment Practices Inquiries, 1940–41.

B.S., 1913, A.M., 1914. Northwestern University; graduate work: School of Civics and Philanthropy, University of Chicago; New York School of Social Work.

Director, Bureau of Child Welfare, State of New Mexico, 1935–36; Director, Child Welfare and Public Assistance, Louisiana State Emergency Relief Administration, 1936, Louisiana State Department of Public Welfare, 1937; Executive Secretary, Council of Social Agencies, Houston Community Chest and Council, 1937–.

SECOND VICE-PRESIDENT

Frank J. Bruno, St. Louis.

Chairman, St. Louis Chapter, 1940–41. National: National Membership Committee, 1925–28; President, 1928–30; Committee on Revision of Membership Requirements, 1929 and 1929–30; Executive Committee, 1930–32; Chairman, Committee on Standards of Training Courses, 1930–31 and 1932–33; Chairman, Nominating Committee, 1936–37; Second Vice-President, AASW, 1940–41; Board Committee on Relationship: Board, Executive Committee and Staff, 1940–41.

B.A., Williams College, 1899; S.T.B., Yale University, 1902; graduate work: Hartford Connecticut Theological Seminary, 1905–6; New York School of Social Work, summer 1908; Columbia University, 1913–15.

Professor of Applied Sociology, Director of George Warren Brown Department of Social Work, Washington University, St. Louis, 1925–.

Florence Sytz, New Orleans.

New Orleans Chapter: Chapter Chairman, 1936–38; Membership Committee, 1940–41. National: Nominating Committee, 1934–35; Division on Personnel Standards, 1935–38; Chairman, National Membership Committee, 1937–39; Chairman, Special Committee on the Location of National Office, AASW, 1940–41.

B.A., University of Indiana, 1919; M.S.S., Smith College School for Social Work, 1925; courses, Chicago University School of Social Service Administration and New York School of Social Work.

Professor of Social Case Work, Director of Field Work, Tulane University School of Social Work, 1929–.

THIRD VICE-PRESIDENT

Martha Phillips, Chicago.
(Biographical data not received.)

Kenneth L. M. Pray, Philadelphia.

Chairman, Philadelphia Chapter, 1923, 1938. National: Member, 1934–35, Chairman, 1935–36, Division on Personnel Standards; Subcommittee on Civil Service, Division on Personnel Standards, 1934–35; Committee on Delegate Conference Proposals, 1938–39; Special Committee on Program, 1939–40; Third Vice-President, 1940–41; Executive Committee, 1940–41; Special Committee on Procedures for Handling Membership Complaints, 1940–41.

B.A., University of Wisconsin, 1907.

Secretary and Chief of Staff, Pennsylvania Committee on Public Assistance and Relief, 1936–37; Dean and Professor of Social Planning and Administration, Pennsylvania School of Social Work, 1933–.

SECRETARY

Frank J. Hertel, Twin City.

Cleveland Chapter: Secretary, 1936–37; Vice-Chairman, 1938–39; Chairman, Committee on Government and Social Work, 1937–38. National: Special Committee on Invalidity and Health Insurance of the Division on Government and Social Work, 1937, 1937–38; Committee on Structure and Participation, 1937–38; Secretary, AASW, 1940–41.

B.A., Grinnell College, 1931; M.S., School of Applied Social Sciences, Western Reserve University, 1933.

Assistant General Secretary, Associated Charities, Cleveland, 1934–39; General Secretary, Family Welfare Association, Minneapolis, 1939–.

Henry L. Zucker, Cleveland.

Cleveland Chapter: Chapter Secretary, 1936–37; Professional Education Committee, 1936–37; Government and Social Work Committee, 1937; Executive Committee, 1937–40; Interpretation Committee, 1937; Chairman, Finance Committee, 1938–39; Committee to Interview Legislators, 1939; Nominating Committee, 1941. Ohio Council: Secretary, 1938–39; Chairman, Committee on By-Laws, 1939; Executive Committee, 1937–41.

B.A., Western Reserve University, 1932; M.S., Western Reserve School of Applied Social Sciences, 1934.

Secretary, Case Work and Children's Councils, Cleveland Welfare Federation, 1936–.

TREASURER

James Brunot, New York City.

Cleveland Chapter: Social Legislation Committee, 1937–38; New York City Chapter: Civil Service Committee, 1938–39; Chairman, Committee on Public Assistance Program for New York City, 1939–40; New York State Council: Treasurer, 1939–. National: Special Committee AASW Personnel Project, 1937–38; Chairman, Special Committee on Program, 1939–40; Treasurer, AASW, 1940–41; Executive Committee, 1940–41; Chairman, Financial Advisory Committee, 1940–41; Chairman, Special Committee on Procedures for Handling Membership Complaints, 1940–41.

Ph.B., 1930, M.A., 1932, University of Chicago; graduate work, School of Social Service Administration, 1933–34.

Emergency Relief Administration, Franklin County, Illinois, 1935–36; Regional Representative, Bureau of Public Assistance, Social Security Board, 1936–38; Assistant Secretary and Director of Public Welfare Committees, State Charities Aid Association of New York, 1938–.

J. Sheldon Turner, Delaware.

Vice-Chairman, Maryland Chapter, 1939–40; Delaware Chapter: Vice-Chairman, 1940–41; Committee on Merit System, 1940–41; Special Committee to Reply to Report of Budget Commissioner, 1941; Committee on Government and Social Work, 1940–41. National: Member, Subcommittee on Public Welfare of the National Membership Committee, 1941.

B.A., Oberlin, 1927; M.S.W., Pennsylvania School of Social Work, 1937.

Executive Secretary, Frederick County Welfare Board, Maryland, 1935–40; Acting Director Agency Relationships Division, State Board of Charities, Wilmington, Delaware, March 1940 to present.

NATIONAL BOARD MEMBERS

Nominated at Large

(Two to be elected for 3 year terms)

Edward M. Kahn, Georgia.

Georgia Chapter: Chapter Chairman, 1932–33; Vice-Chairman, 1938–39; Chairman, Committee on Constitution and By-Laws. National: Reporter, 1936 Delegate Conference.

LL.B., St. Lawrence, 1914; courses, New York School of Social Work, Chicago School of Social Service Administration, et al.

Executive Director, Federation for Jewish Social Service and Jewish Educational Alliance, Atlanta, Georgia, 1928–; faculty, Atlanta School of Social Work, 1931–; Executive Secretary, Atlanta Jewish Welfare Fund, 1936–.

Rev. Walter McGuinn, S.J., Boston.

Boston Chapter: Executive Committee, Chairman, Committee on Purpose, Function and Structure, 1938–39; Civil Service Committee, 1939–40; Chapter Sponsoring Committee, American Society for Public Administration, 1940. National: Report Chairman, Delegate Conference, 1939.

B.A., Holy Cross, 1919; M.A., Woodstock, 1925; Theological Studies, Weston College, 1928–32; Diploma, 1934, and Ph.D., 1935, Fordham University School of Social Work.

Faculty, Fordham University School of Social Work, 1934–35; Dean and Professor of Philosophy of Social Work, Boston College School of Social Work, 1936–.

Charles I. Schottland, Los Angeles County.

Los Angeles Chapter Chairman, 1933.

B.A., University of California, 1927; Certificate, Graduate School of Jewish Social Work, 1928; graduate work, New York School of Social Work and University of Southern California Law School.

California State Relief Administration: various positions, 1933–36; State Administrator, 1936; Executive Director, Federation of Jewish Welfare Organizations of Los Angeles, 1936–; Deputy Director and Administrative Consultant, California State Department of Social Welfare, 1939.

Tom E. Wintersteen, East Tennessee.

New York State Council: Secretary-Treasurer, 1937; Treasurer, 1938. Buffalo Chapter: Chairman, Committee on Government and Social Work, 1939; East Tennessee Chapter Vice-Chairman, 1940–41. National: Finance Committee, 1936.

George Williams College, 1922–23; 2 year course Western Reserve University School of Applied Social Sciences, 1930–31.

Assistant Secretary, Council of Social Agencies, Buffalo, 1935–40; Executive Secretary, Family Service Agency, Chattanooga, Tennessee, 1940–.

NATIONAL BOARD MEMBERS

Nominated by districts. Elected by total vote, one from each district

Nominating District 1

Mary Cady, San Francisco.

San Francisco: Chairman, Personnel and Employment Practices Committee, 1938–39; Executive Committee, 1938–39; Chapter Chairman, 1939–41. National: Special Committee on Delegate Conference, 1940–41.

Member, American Association for the Study of Group Work.

B.A., 1904, M.A., 1905, Radcliffe; courses, Bryn Mawr, University of Berlin, Germany.

Executive Secretary, YWCA, San Francisco, 1935–.

George D. Nickel, Los Angeles County.

Chairman, Los Angeles County Chapter, 1939–41. National: Special Committee on Delegate Conference, 1940–41.

B.A., University of Southern California, 1929; M.A., University of Southern California School of Social Work, 1932, Certificate, 1933.

California State Relief Administration: County Director, Field Representative, Director of Social Audits, State Director Social Service Division, 1933–38; Director of Social Relations, Personal Finance Company, California, 1938–; Lecturer, Graduate School of Social Work, University of Southern California, summer, 1939; Director, Affidavit Control Division, U. S. Committee for Care of European Children, August to December, 1940.

Nominating District 5

Mrs. Aileen Kennedy Maccracken, Cleveland.

Member, Legislative Committee, Columbus Chapter, 1935; Cleveland Chapter: Legislative Committee Chairman, 1936–39; Government and Social Work Committee, 1937–40; Relief Committee, 1938–40; Executive Committee, 1938–40. National: National Board Member, District No. 5, 1940–41; Executive Committee, 1940–41.

B.Sc., Ohio State; M.A., University of Chicago School of Social Service Administration.

District Supervisor, FERA, Cleveland, 1 year; District Supervisor, Department of Public Welfare, Cleveland, 4 years.

Cecile M. Whalen, Detroit.

Member, Michigan State Council, 1935–38; Detroit Chapter: Executive Committee, 1936–38; Secretary, 1938–39; Chairman, Program Committee, 1939–40; Membership Chairman, 1940–41. National: Division on Employment Practices, 1937–38, 1939; Committee on Chapters, 1941.

B.S., College of St. Teresa, 1916; M.A., Wayne University.

Assistant to Director of Social Service, Department of Public Welfare, Detroit, 1936–; Lecturer, University of Detroit, 1936–.

Nominating District 6

Elizabeth Nairn, Nashville.

St. Louis Chapter Chairman, 1925; Nashville Chapter: Chapter Chairman, 1933–35; Membership Committee, 1938; Legislative Committee, 1937; Tennessee Division Chairman, 1939–41. National: Board member, District No. 6, 1941.

Member, American Association of Medical Social Workers.

Certificate, New York School of Social Work, 1913; courses, Smith College School of Social Work, summer 1922.

Director, Division of Social Service, Vanderbilt University Hospital, Nashville, 1928–.

Agnes Van Driel, Washington, D. C.

Chicago Chapter: Vice Chairman, 1933; Chairman, 1936. National: Division on Personnel Standards, 1938; National Nominating Committee, 1939–40.

B.A., University of Nebraska; Diploma, School of Civics and Philanthropy, Chicago University; M.A., Loyola University, Chicago. Courses, University of Chicago School of Social Service Administration.

Chief, Division of Technical Training, Bureau of Public Assistance, Social Security Board, Washington, D. C., 1936–.

Nominating District 7

Alvin R. Guyler, Philadelphia.

Philadelphia Chapter: Division on Government & Social Work, 1937; Executive Committee, 1938–39; Chapter Chairman, 1939–41. Pennsylvania Division: Chairman, 1936–38; Chairman Civil Service Committee, 1938–40. National: Member, Division on Government and Social Work, 1936–39; Nominating Committee, 1939–40.

B.A., Syracuse University, 1924; Diploma, New York School of Social Work, 1931.

Assistant Administrator, Pennsylvania State Emergency Relief Administration, 1934–37; Program Director, Public Charities Association of Pennsylvania, 1937–, Directed study of state welfare services, Virginia, fall of 1939, Canadian Representative, United States Committee for the Care of European Children, summer 1940.

Marion Hathway, Pittsburgh.

Pennsylvania Division, Vice Chairman, 1936–38.

B.A., Radcliffe, 1916; M.A., Chicago University School of Social Service Administration, 1927, Ph.D., 1932.

Secretary and Executive Secretary, American Association of Schools of Social Work, 1936–; Faculty, University of Pittsburgh, 1932–.

NOMINATING COMMITTEE MEMBERS

(Nine to be elected, one from each district)

Nominating District 1

Louise Cottrell, Oregon.

Iowa Chapter Chairman, 1925; Oregon Chapter: Chairman, 1933–35, Committee on Professional Training, 1941.

Ph.B., University of Chicago; courses, University of Chicago School of Social Service Administration, 1929, 1931, 1933, 1934, 1935; University of Iowa, Extension Division, 1920–29.

Executive Secretary, Oregon Child Welfare Commission, 1930–39; Staff Assistant, Oregon Public Welfare Commission, 1939–.

Arlien Johnson, Los Angeles.

Seattle-Tacoma Chapter, Vice Chairman 1932, 1934–35; Los Angeles County Chapter: Chairman Special Committee on State Relief, 1939–40, Appeals Committee, 1940–41. National: Nominating Committee, 1935–36, 1937–38; National Board member, 1939–40.

B.A., Reed, 1917; M.A., Columbia, 1923; Ph.D.,

Chicago University School of Social Service Administration, 1930; diploma, New York School of Social Work, 1922.

Director, Graduate Department of Social Work, University of Washington, Seattle, 1934–39; Dean, Graduate School of Social Work, University of Southern California, 1939–.

Nominating District 2

Margaret D. Yates, North Texas.

Chicago Chapter: Executive Committee, 1934–36; New Orleans: Chairman, Government and Social Work Committee, 1936–38; North Texas: Chapter Chairman, 1941; Executive Committee, 1940.

Member, American Association of Psychiatric Social Workers.

Ph.B., University of Chicago, 1920; MSS., Smith College School for Social Work, 1927; courses, University of Chicago, School of Social Service Administration, 1928 and 1933.

Area Supervisor, State Emergency Relief Board, Harrisburg, 1936; Faculty, Tulane University School of Social Work, 1936–38; Assistant Director, Oklahoma Department of Public Welfare, 1938–39; Executive Secretary, Council of Social Agencies, Fort Worth, Texas, 1939–.

Mrs. Rosebud V. Savage, Oklahoma.

Oklahoma Chapter: Chairman, Program Committee, 1937–38; Chapter Vice Chairman, 1938–39; Committee on Information, 1938–39; Government and Social Work Committee, 1938–40; Chapter Chairman, 1940–41. Vice Chairman, South West Regional Conference, AASW, 1939–40.

B.A., Arkansas, 1911; M.A., California University, 1916; courses, Columbia University, 1933, University of Chicago School of Social Service Administration, 1935–36, spring, 1941.

Executive Secretary, YWCA, Tulsa, Oklahoma, 1936–37; Child Welfare Consultant, Oklahoma Department of Public Welfare, 1937–.

Nominating District 3

Amaretta Jones, Topeka.

Topeka Chapter, Chairman Committee on Program Planning, 1939–41.

M.A., University of Chicago.

Field Supervisor, University of Chicago, 1935–38; State Casework Supervisor, Department of Social Welfare of Kansas, 1938–.

Kathryn D. Goodwin, Washington, D. C.

Dane County Chapter: Chairman, Program Committee, 1925–26; Chapter Chairman, 1926–27.

B.A., University of California, 1923; M.A., University of Wisconsin, 1926.

Assistant Director, Wisconsin Public Welfare Department, 1934–37; 1938–39; Bureau of Public Assistance, Social Security Board: Regional Representative, 1937–38; Assistant Chief, Field Division, January 1940–.

Nominating District 4

Marie Youngberg, Chicago.

Chicago Chapter: Personnel Practices Committee, 1938–41; Civil Service Committee, 1939–40; Government and Social Work, 1940–41.

B.A., University of North Dakota, 1928; M.A., New York University, 1931; diploma, New York School of Social Work, 1930.

General Field Representative, National American Red Cross, St. Louis, Missouri, 1934–37; Director, Family Service Department, Chicago American Red Cross, 1937–.

Wilma Walker, Chicago.

Chicago Chapter: Former member, Juvenile Court Committee; Personnel Practices Committee, 1938–. National: National Membership Committee, 1939–41.

University of Iowa, A.B., 1920, A.M., 1924; diploma, Pennsylvania School of Social Work, 1925; courses, Chicago University School of Social Service Administration.

Associate Professor of Case Work, University of Chicago.

Nominating District 5

Rebecca Boyle, Cincinnati.

Cincinnati Chapter: Membership Chairman, 1930–33, 1937–38; Personnel Practices Committee, 1933–37; Professional Education Committee, 1933–38; Chapter Chairman, 1934–35; Executive Committee, 1935–36; Program Committee, 1939–40; Chairman, Committee on Organization, 1940–41. National: Committee on Chapters, 1938–40.

Member, American Association of Medical Social Workers, American Association of Psychiatric Social Workers.

B.A., University of Cincinnati, 1908; courses, Smith College School for Social Work, 1920, University of Cincinnati, 1928–32.

Chief of Psychiatric Social Work, Department of Psychiatry, Cincinnati Medical School, 1932–.

Barrett Lyons, Washtenaw.

Washtenaw County Chapter: Program Committee, 1939–40; Chapter Chairman, 1940–41. Michigan Council: Chapter Secretary-Treasurer, 1939–40; Chairman, 1940–41.

A.B., Dartmouth, 1925; M.S.W., University of Michigan, 1938.

Administrator, Cheboygan County Welfare Relief Commission, 1935–36; Area Supervisor, State Bureau of Social Security, 1938–.

Nominating District 6

Mazie Rappaport, Maryland.

Maryland Chapter: Legislative Committee, Committee on Supervision, 1936–37; Committee on Government and Social Work, 1937–39; Chapter Chairman, 1939–41.

Member, American Association of Medical Social Workers.

Ph.B., University of Chicago, 1923.

Medical Social Work Director, Sinai Hospital, Baltimore, 1926–.

C. William Chilman, Lynchburg-Roanoke.

Chicago Chapter: Program Committee, 1938–39; Lynchburg-Roanoke Chapter Chairman, 1940–41.

A.B., Bates, 1935; M.A., Chicago School of Social Service Administration, 1938.

Investigator, Maine Emergency Relief Administration, 1935; Placement worker, Chicago Orphan Asylum, 1937–39; District Child Welfare Worker, Virginia Department of Public Welfare, 1939–.

Nominating District 7

Joseph P. Anderson, Pittsburgh.

Pittsburgh Chapter: Program Committee, 1934; Division on Government and Social Work, 1937; Chapter Chairman, 1939–41. National: Division on Government and Social Work Correspondent, 1939–40.

Ph.B., John Carroll, 1930; M.A., Western Reserve School of Applied Social Sciences, 1932.

Secretary, Group Work Division, Federation of Social Agencies of Allegheny County, 1936–39; Supervisor, Tenant Selection and Community Affairs, Pittsburgh Housing Authority, 1939–.

Dr. Hertha Kraus, Philadelphia.

Philadelphia Chapter: Vice Chairman, 1937–38; Executive Committee, 1938–40. National: Division on Government and Social Work, 1934; Committee on Housing, 1934–35.

Ph.D., University of Frankfurt (Germany), 1919; graduate courses, University of Berlin.

Associate Professor of Social Economy, Bryn Mawr College, 1936–; Faculty, Graduate School of Social Work, State University of Washington, summer, 1938.

Nominating District 8

Albert E. Brownbridge, New York City.

New York City Chapter: Constitutional Convention Committee (Vice Chairman), Social Legislation Committee, Executive Committee, 1937–38; Chairman, Social Legislation Committee, Committee on Policies and Procedures, 1938–39; Nominating Committee, 1939–40; Chairman, Nominating Committee, Executive Committee, 1940–41; Committee on Relations with other Fields, 1941–.

B.A., Grinnel, 1931; courses, Western Reserve School of Applied Social Sciences, 1933.

Assistant Director, Intake and Assignment Department, WPA, New York City, 1936–38; Administrative Assistant to General Director, Family Welfare Association of America, 1939–.

Elizabeth Dexter, New York City.

New York City Chapter: Chapter Second Vice President, 1935–36; First Vice President, 1937–39; President, 1939–41; Civil Service Committee, 1935–38; Committee on Training Courses, 1936–37; Co-chairman, Personnel Standards Division, 1935–36; Committee on Structure and Participation, 1937–38; Committee on Association Structure, 1938–39; Chairman, Committee on Chapter Program, 1940–41. National: Secretary, 1933–36; National Membership Committee, 1935–37; Committee on Conference Program, 1937–38.

Member, American Association of Psychiatric Social Workers, American Association of Visiting Teachers.

B.A., University of Wisconsin, 1911; diploma, Smith College School of Social Work, 1919.

Secretary, Family Service Department, Brooklyn Bureau of Charities, 1937–.

Nominating District 9

Dorothy L. Book, Boston.

Boston Chapter: Personnel Standards Committee, member, 1937, chairman, 1939–; Executive Committee, 1940–.

Member, American Association for the Study of Group Work.

B.A., Butler, 1924; courses, New York School of Social Work, 1926–34; Fordham University Department of Psychology, 1935–37.

Director of Field Work and Instructor, Boston College School of Social Work, 1936–.

Elizabeth P. Rice, Connecticut.

Connecticut Chapter: Executive Committee, 1937–39; Second Vice-Chairman, 1939–.

Member, American Association of Medical Social Workers.

A.B., Wellesley, 1921; M.S., Simmons College School of Social Work, 1923.

Director, Medical Social Service, New Haven Hospital, 1933–; Assistant Professor, Social Aspects in Nursing, Yale University School of Nursing, 1934–.

NON-CHAPTER DELEGATES

(Six to be elected)

Eleanor Ferris, Fort Wayne, Indiana.

Treasurer, Indianapolis Chapter, 1935–36; Non-Chapter delegate, 1941.

Indianapolis Teachers College, 1916–17; graduate work: National Catholic School of Social Work, 1921–22; Teachers College, Columbia University, 1927–28.

Catholic Charities Bureau, Indianapolis, 1930–37; Associated Catholic Charities, Fort Wayne, 1937–.

Persis S. Holden, Vermont.

Non-Chapter delegate, 1941.

B.A., Vassar, 1920; M.S., Simmons School of Social Work, 1921; graduate work, Merrill-Palmer, Cornell University and Teachers College, New York School of Social Work.

General Secretary, Vermont Children's Aid Society, Burlington, 1932–.

F. Roxana Jackson, Riverside, California.

A.B., Colorado College; M.A., Columbia University; courses, New York School of Social Work.

Group Work Secretary, Greenpoint YWCA, Brooklyn, N. Y.; County Casework Supervisor, State Relief Administration, California; Executive Director, Riverside Community Settlement Association, California.

Chester V. Lewis, New Mexico.

Non-Chapter delegate, 1941.

Bachelor of Association Science, George Williams College, 1930; Ph.B., University of Chicago, 1930; graduate work, University of Chicago, 1934–35, School of Social Service Administration, 1935–37.

Assistant supervisor social case work, Chicago Church Federation, Chicago Municipal Boys Court, 1936–37; Senior social case worker, Intake Department, Cook County Juvenile Detention Home, Chicago, 5 months, 1937; Personnel Division Benefit, Place and Service Department, Hawthorne Plant, Western Electric Company, Chicago, 1937–38; Child Guidance Director, Department of Interior, United Pueblo Agency, Albuquerque Indian School, 1938–.

Sue R. Slaughter, Virginia.

Member, American Association of Medical Social Workers.

B.A., Sweet Briar, 1913; Diploma, New York School of Social Work, 1919.

Director, Norfolk Family Welfare Association, 1928–.

E. M. Sunley, Morgantown, West Virginia.

Non-Chapter delegate, 1941.

Chairman, Iowa State Chapter, 1933 and 1934.

B.A., Kansas University, 1927; M.A., University of Iowa, 1934; Ph.D., University of Chicago School of Social Service Administration, 1938.

Head, Graduate Division of Social Administration, University of Louisville, 1936–37; Professor of Public Welfare, West Virginia University Department of Sociology and Public Welfare, 1938–39; Professor and Head, Department of Social Administration, West Virginia University, 1939–.

Mrs. Elizabeth Wyatt, El Paso, Texas.

(Biographical data not received.)

NATIONAL ROSTER OF SOCIAL WORKERS

The Association's proposals last summer for relating social work to the national defense program included suggestions for the development of adequate data about available social work personnel not in existence anywhere at the present time. When the National Roster of Scientific and Specialized Personnel came into defense plans, as a joint activity of the United States Civil Service Commission and the National Resources Planning Board, negotiations were undertaken for the inclusion of social work personnel in this Roster. This seemed wiser and more economical than independent efforts by the various professional associations.

The National Roster, publicized as an "index of the brains of the United States" has undertaken a mobilization for national defense purposes of this country's human resources in every field of scientific knowledge and in the professions. The project is compiling in one central office, for the first time in the history of the United States, an index of scientists and professional men, together with other specialists of every description, their scientific attainments and educational background, as well as experience in their own and other fields. More than 200 of the country's outstanding scientists and professional persons are serving as technical consultants. Working agreements have been established with societies representing nearly 200,000 individuals.

Representatives of the AASW, the American Association of Medical Social Workers, the American Association of Psychiatric Social Workers and the American Association of Schools of Social Work have been constituted as an official representation committee for the field of social work, to provide the National Roster with an unduplicated list of the membership of the professional associations and the graduates of the professional schools, and to provide, for the use of the Roster, an appropriate check list of social work occupations to accompany a questionnaire to be sent to these persons.

Some members of the Association have already received questionnaires and check lists for allied fields because of their membership in other professional or scientific associations. The purpose of this announcement is to inform the membership that an inquiry for the field of social work will soon be forthcoming and to urge the cooperation of every member in returning the questionnaire.

Data from the returned questionnaires will be compiled and tabulated by the Roster for its own purposes, and will be of enormous usefulness of the associations cooperating in it. The value of these data will depend largely on the degree to which the membership responds and it is therefore hoped that even a six-page questionnaire plus a check list will be given an enthusiastic reception when it is received.

On Housing Problems

The Citizens' Housing Council of New York, 470 Fourth Avenue, has issued an interesting report, available for 50¢, covering *Methods of Reducing the Cost of Construction in Large-Scale Housing Projects.*

The Twentieth Century Fund, 330 West 42nd Street, New York City, has published a new Public Policy Bulletin entitled *Defense Housing in Our Town,* an analysis of problems that should be considered in efforts to avoid the housing shortages of 1917–18 and the hasty and unwise building which left a legacy of slums. The bulletin is priced at 2¢ each in quantities up to 500, and 1½¢ each over 500.

The Committee on Housing of the Community Service Society of New York has reprinted the article on "Housing and City Planning" from the *Social Work Year Book, 1941,* which is priced at 15¢ per copy. This Committee has recently issued a report on the adjustment of rents in public housing projects to family income. *Adjusted Rents* which presents the English solution to this problem and discusses the situation in this country, is 25¢ a copy, and may be obtained through the CSS at 105 East 22nd Street, New York.

The New York City Civil Service Commission has just issued as its annual report a sixteen-page attractively illustrated and documental pamphlet, entitled "The Balance Sheet — A Merit System Progress Report, 1933–1940."

THE COSTS OF THE ST. LOUIS INQUIRY

At its March meeting the National Board considered the cost of the St. Louis Inquiry and the effect of this expenditure on the budget and service of the Association. On the basis of data, some of it estimated, furnished by the Treasurer and the staff, the total direct costs for staff time, travel expense, telephone and telegraph, and so forth, were set at $1716.08. If the cost of comparable inquiries was to be estimated for budgeting purposes, it was agreed that it would be reasonable to count on an expenditure of approximately $1800 to $2000.

In discussion of the costs of the Inquiry, the Board concluded that since these costs were equal to the normal expenses incurred in staff activities over equivalent periods of time, the Association's expenditures for 1940 were not materially affected by engagement in the Inquiry.

The cost to the regular services of the Association was considered in relation to the objectives of the Inquiry which were:

a. To respond to the request of social workers for a professional judgment on the validity of a particular agency's practice affecting the professional welfare of social workers.

b. Arriving at facts with respect to the application of the Association's "Statement About Standard Employment Practices" in a particular situation.

c. To offer a factual basis to give the particular agency a chance to improve its own procedures.

d. To use the experience gleaned from this situation to help agencies improve their procedures.

The Board concluded that: These objectives are within the purposes of the Association as defined in the By-laws and the Inquiry was undertaken as an effort to promote these purposes. At all times it is a matter of judgment on the part of those who are charged with the carrying out of the Association's purposes as to the emphasis in the use of its resources which shall be given to the various types of activity which serve to promote these purposes.

Some Facts about the AASW Statement about Standard Employment Practices

In connection with the St. Louis inquiry and the Association's report on the inquiry, members have asked questions about the process through which the Statement was developed, what sanctions were given it, and what use was afterwards made of it.

In the Delegate Conference of February, 1935, the first statement of basic principles was considered and a record of this was printed in THE COMPASS of March, 1935. At the Delegate Conference in 1936 a whole day meeting was devoted to the national Division on Employment Practices and in this session working principles were reviewed for embodiment in an Association statement. The Association Statement was printed in the January, 1937, COMPASS after its release had been approved by the Executive Committee. In the Delegate Conference held in February, 1937, the principles and minimum standards enunciated in the Statement were adopted for the Association. A reference to this action appears in the summary of the 1937 Delegate Conference meetings published in THE COMPASS, March, 1937.

In addition to the distribution of the Statement in the pages of THE COMPASS, through the Delegate Conference, and through the national committees, 15,000 copies of the reprint have been sent out from the national office.

Last spring the Denver Chapter appointed a special committee to consider these questions: "How are we to plan for continuity of programs and still take care of immediate problems and interests throughout the year? Can we devise a method whereby we can keep up with Chapter activities and questions and yet allow for a year round integrated program? In what way should they be presented to the chapter and with how much information for understanding?" The recommendations made by this special committee suggested that consideration be given to: the need for certain of the chapter officers to hold office more than one year; the practice of choosing new major officers from the membership of the existing executive committee; and the need for paid stenographic assistance.

AT the request of Robert S. Wilson, Executive Secretary of the Family Service Society of St. Louis County, Clayton, Missouri, The Compass presents the following statement.

To the Editor:

In the light of the interest of the members of the American Association of Social Workers in the progressive steps and developments in the Family Service Society of St. Louis County, we are making the following report available for publication in THE COMPASS.

For some months the board, staff and agency administration of the Family Service Society of St. Louis County have been quietly at work. During the course of reviewing our agency picture we have had available consultative help from the Family Welfare Association of America and we have had the services of a specialist in personnel. Some of the results of these efforts can now be reported.

One of the first progressive steps taken in the fall of 1940 was the Board's declaration of an official agency policy which indicated an unequivocal commitment to staff participation on major changes of policy or structure. The discharge of this commitment has required certain clarifications of concepts of participation and certain innovations of administrative structure. In essence, the agency sought to set up a process and a structure through which there could be continuous interweaving of board thinking and staff experience along with management throughout the whole process of policy making. The first of these structural additions to agency administration came with the setting up of a Joint Board-Staff Committee. The staff elected three representatives and the board a like number. For four months this Committee has been meeting frequently and thoughtfully with the executive secretary and the case supervisor. Many aspects of the program and structure of the agency have been reviewed. A number of major decisions have been made and effectuated after proposals formulated by this group have been discussed back with board and staff by their particular representatives.

A similar process, correlating board and staff thinking, has been going on for several months in the field of employment practices and personnel policies. The board has set up its own Personnel Committee as advisory to itself and to the agency executive. There is a corresponding group in the staff. These two groups have met from time to time as has the Board Personnel Committee with the entire professional staff in securing consultation on proposals of certain changes in administrative aspects of personnel policy. The Staff Personnel Practices Committee has revised its statement of function after staff discussion, clarified its concepts of participation in relation to board and agency administration, and has begun a study of personnel policies. It considers one of its functions as that of a channel of communication between board and staff on questions of employment practice, including the preview of formulations or suggestions in consultation with the staff before these are submitted to the board. Policies that have been revised or in the course of revision or initial formulation through these two committees include such aspects of employment practice as: union representation; procedures relating to this representation by unions or other outside organizations on conditions of employment; personnel selection and separation; grievance procedures; conference time and expenditures; and agency reimbursement to staff members using personally owned cars in agency business.

What do these innovations of management practice and agency structure mean? They mean that the agency has set up a process whereby both board participation and staff participation can be effectively related to each other and to the management function. Defined and orderly channels are set up through which ideas or proposals can be initiated in any part of the agency's structure with means of testing and channels for review which pool the experience, viewpoint and knowledge of the board member, of the staff member and of the administrative personnel. The traditional gulf between board and staff has been replaced by a working acquaintance and respect growing out of common objectives and work at a common task. In addition to the line of communication through the agency executive, there are several channels set up for direct contact and working relationships between board and staff.

As a final step in placing the agency in a position to go forward, free from any trace or symbol of past controversy, the executive secretary has placed his resignation with the board to take effect in the period July 1st to September 1st. It is his purpose in so doing to eliminate the last factor in the agency, which is under his own personal control, which might prevent or delay the utilization

of agency strengths. In resigning he wishes to salute the members of the board and staff of the Family Service Society of St. Louis County who have, despite odds and complicating pressures, achieved an outstanding demonstration of effective board-staff collaboration to maintain and strengthen the agency's service to clients.

Changes of Address

On the master list of 11,000 AASW members kept in the national office, there are registered upwards of 4500 changes a year. Readers are warned against any conclusions from this figure as to how many of the members change their jobs in a year but that is another question. This statement deals with the regulations of the Association about chapter membership. These regulations are as follows:

1. The national Association is required by the by-laws to refund local dues to a recognized chapter where a member is "living and/or working." Chapter boundaries are fixed by the chapter itself, on county or state lines.

2. The national office is further required by the by-laws to refund local dues in the amount fixed by the chapter itself.

3. The national office keeps on file only one address for each member.

4. Chapter membership is determined by the address on file in the national office.

A few members of the Association have wanted to retain membership in one chapter, with a mailing address in another. In order to provide for this, the Executive Committee at a recent meeting has added the following regulation:

That when a member of the Association requests affiliation with a chapter other than the one to which he would belong according to the present by-laws and present regulations regarding chapter affiliation, the staff be authorized to make such a transfer provided the member has obtained a release from the chapter concerned. If such a release is granted by a chapter, the chapter's obligation to the member ceases.

Examinations for Psychiatric and Social Case Workers

The United States Civil Service Commission has announced an unassembled examination for the position of social worker at a yearly salary of $2000. The lists will be used to fill vacancies for services as psychiatric social workers in the Veterans' Administration and social case workers in the Bureau of Prisons of the Department of Justice.

Applicants must have completed a four year college course which included or was supplemented by one year of graduate or undergraduate study with a minimum of 300 hours of supervised field work in an accredited school of social work. For positions in the Veterans' Administration an additional 6 semester hours' credit in psychiatric social work is required, and for positions in the Bureau of Prisons, an additional 6 semester hours' credit in the methods of dealing with delinquent behavior is required.

In lieu of a written examination applicants must submit reports and writings as corroborative evidence of their training.

Applications are available at any first or second class post office or from the Civil Service Commission, Washington, D. C. *Closing date for filing is May 14, 1941.*

The Detroit Chapter has recently interested itself in charges made by two State Senators that there was misuse of relief funds and mismanagement in the Department of Public Welfare. Representatives of the Chapter attended meetings of the investigating committee and subsequently filed with the President of the Public Welfare Commission a statement of the Chapter's own conclusions on the basis of the hearings. The Chapter commented that the investigating committee might appropriately have been augmented by a social worker not employed in the City of Detroit, because of the professional issues involved.

One of the interesting features of this inquiry was that the committee found itself in agreement with the investigating committee's recommendations and the Commission's action. The Chapter concluded that there had been a violation of the basic principles of relief administration and commented on a lack of personal integrity on the part of those responsible.

Local Impact of Defense Activities
A Report on Chapter Returns

(Continued from page 4)

partment. The New Hampshire State Planning and Development Commission has taken a very active part in furthering the federal housing project in the state, which calls for 800 homes to be built in Portsmouth for the workers in the Navy Yard. Another 500 homes are expected to be built by private interests. In Corpus Christi, some federal funds are being made available for housing, and federal funds have also been provided to assist in the expansion of schools, particularly for the provision of training facilities for skilled workmen.

Recreational problems are being attacked by various lay groups. In Kansas City, the Women Volunteers for National Defense has been formed to offer recreation opportunities to service men on leave or passing through the city. The Home Hospitality Committee in Jacksonville is serving as a clearing house for homes wishing to invite men to social functions. The Women's Division of the Pensacola Defense Council has been allotted the city beach to be used as a recreation center. It is to have amusement pavilion including movies, and will be used for enlisted men in Army and Navy. The Ministerial Association of San Diego plans through the young people's clubs of the churches to give wholesome leisure-time activities to as many young men in service and defense industries as possible. In Jacksonville, the Ministerial Alliance has opened a recreation center with lounge, reading room, and dormitory facilities for 200 men for which a charge of 50 cents a night is made. Church groups in Alexandria have taken the leadership in providing recreation although their facilities are limited. In Alexandria, the Jewish Congregation has a well developed recreational program with organized leadership and some financing from the Jewish Welfare Board. It is planning to build a recreation center. In Corpus Christi, the various churches have invited the men of the Navy to take part in their social as well as religious activities, and an Army-Navy club is sponsoring dances, social events, wrestling-boxing bouts, and other forms of entertainment. In Norfolk, the Merchants' Association has been formed to aid in recreation planning. The merchants of San Diego have undertaken the establishment of a club house for soldiers, sailors, and marines, as the YMCA building is not large enough to meet the needs due to the expanding military program.

III. Answers to the question as to what planning is being done for the organization of facilities and what groups are taking leadership in this planning indicate that councils of social agencies in Manchester, Seattle, Cleveland, Charleston, and Kansas City have been active.

The Seattle Welfare Council has organized a local Defense Service Council to coordinate health, welfare, and allied services to meet the needs arising from defense activities. Personnel includes civic, social service, and health leaders. The suggested program would provide the following services: central information bureau; club centers; room registry; low cost housing for families; transient service; vocational and educational program especially for defense workers; informal education and citizenship training classes; home service work to the families of military and naval personnel and to families of defense workers away from home; disaster program; health services; service to selective service boards; recreation, entertainment, and hospitality; comforts for enlisted men; volunteer workers, recruiting, training, and placement; public information; and financing.

The Charleston Welfare Council has suggested a central volunteer bureau. The Kansas City Council of Social Agencies, through the Executive Committee of its Division of Recreation has conferred with Kansas City Women Volunteers for National Defense and representatives of commercial recreation. Two committees have been set up—a committee on commercial recreation, with the director of Recreation Division of City Welfare Department as chairman; and a committee of non-commercial activities, which will include representatives from YMCA, Jewish Center, etc.

The Manchester Council of Social Agencies has drawn up tentative plans for meeting recreation and other needs that will develop when the local airport becomes an air base.

The Joint Emergency Committee of the Cleveland Chapter Red Cross and the Welfare Federation is attempting to centralize attention on emergency activities, particularly those pertaining to refugees, appeals for funds for national defense and foreign relief, service to draft boards, volunteer organization, welfare services to men in military service and to their dependents, and recreation.

Defense councils have been appointed in each area of concentration in Florida. The Jacksonville Council has appointed a Committee on Recreation. A Colored Defense Committee has also been appointed.

In Virginia, the Governor has appointed a

State Defense Council, subdivided into District Councils, each district including one or more defense program activities. District Councils will have many subdivisions, one being a Committee on Recreation and Leisure-Time Activities.

The organization of a Defense Council is under consideration in San Diego. The following committees are suggested: health, welfare, and consumer protection; housing and public works; human resources and skills; and industrial resources and production. A National Defense Committee has been appointed in San Diego by the AASW to consider social problems confronting the community in connection with National Defense Program.

In Charleston, the civic clubs and other private community organizations have taken most of the responsibility for expanding activities and for planning for the future. Among social agencies there has been no coordination of effort as yet in planning.

The Recreational Activities Committee, created by the City Commission of Columbus, is actively engaged in drawing up a comprehensive plan for a recreation program which will include YMCA, City Recreation Department, churches, service clubs, and private citizens.

A number of meetings have been held in Alexandria, which have been attended by all local agencies and organizations, but nothing definite has been planned nor have any committees been appointed. Representatives of private agencies feel the responsibility of providing a building for recreation activities remains with the city, while the city is reluctant to accept any responsibility, believing the problem a national one.

In Kansas City, a social planning council has been formed at the suggestion of the American Social Hygiene Association to work on local problems of meeting the various social needs growing out of the Defense Program, but it has not begun to function yet.

In Corpus Christi, a council is to be formed to plan jointly a city-wide recreation program. It will be composed of representatives of the City Recreation Department, YMCA, Catholic Community Service, Boy Scouts, Girl Scouts, Camp Fire Girls, Army-Navy Club, and the various churches in the city.

IV. The question as to whether fund raising is contemplated was answered in the negative for Manchester, Portsmouth, Richmond, Cleveland, San Diego, and Kansas City. Fund raising is in process in Seattle where the Mayor's Committee is raising funds for a Soldiers' and Sailors' Club; in Columbus, where both public and private funds are being solicited for a recreation program; and in Corpus Christi, Texas, where the YMCA is conducting a drive for capital funds with which to build a plant which will accommodate both its civilian and Army and Navy branches. Charleston has as yet no coordination of effort in its fund raising. The YMCA is to start its drive soon and the Junior Chamber of Commerce is already campaigning for $2,500 to establish a dormitory in the Service Men's Center. The Methodist Church in Bremerton is making a drive anticipating the employment of a recreation leader.

City funds have been provided for specific projects in Charleston and Alexandria. In the former city, sufficient funds have been made available to maintain a Service Men's Center for one year; in the latter, a building has been provided for a recreation center. The Center is to have a full-time director and cost of operation has been underwritten by the local business men.

Testimony for the Committee on Interstate Migration of Destitute Citizens

In July when the Tolan Committee announced its plans for six field hearings on the problem of interstate migration of destitute citizens, chapters in each of the sections of the country where hearings were being held were notified of the dates and places of the hearings. Several chapters were already at work on material and in most instances collaborated with other agencies, joint committees, or councils in presenting local data to the Committee at its regional hearings.

Representatives of chapters attended hearings, and the national office provided copies of our study of Trends in Legislation and Administrative Policy, and marked copies of the Association's Platform on the Public Social Services. At the nationwide hearings held in Washington in December, direct testimony was presented by the Association and a statement filed for the Committee records. In this testimony emphasis was placed on the extent to which defense activities aggravate rather than solve the problem of migrants and further contribute to the destitution of families when wage earners travel in search of newly available employment. The Association's recommendations were those already incorporated in the Platform.

A preliminary report of the Committee gives promise that its full and final report may have an important influence on legislation.

FORUM ON PROBLEMS OF THE SCHOOL CHILD

An unusual setting for the February meeting of the Kentucky Chapter, American Association of Social Workers was the Frankfort Forum where, on February 12, ninety-three persons came together for a discussion of the future for children and young people in Kentucky. This joint meeting was promoted by the Chapter in order to make more extensively known the problems affecting children of school age in Kentucky today, and to consider what can be done, in view of inadequate public funds, legal restrictions, and agency regulations.

Discussants on the subjects of the social implications of absence from school, retardation of children in school, and vocational opportunities for young people, were: the State Superintendent of Education, the State Attendance Officer, the State Director of Vocational Education, and the discussion leader who was a member of the Kentucky Chapter of the American Association of Social Workers. Entering into discussion were the college and university professors present, lawyers, reporters, state officials, and social workers from private and public welfare agencies, local and state.

Educators and social workers alike found that they need to know more of each other's programs, and the importance of securing the complete picture of the "total child" was stressed. More and better service can be rendered through cooperation "out in the field." It was brought out that service can be secured in communities from the various men's clubs and women's clubs, also from interested individuals, by coordinated efforts of social workers and educators, who find that they cannot do what they know how to do because of lack of funds. The difficulty of meeting human need in a large rural state with so few state welfare workers and only six private family service agencies was pointed out, as were the "geographical gaps" in organization, many remote counties having very few of the generally recognized "service clubs."

On the side of education, vocational opportunities available and other phases of public education were mentioned, in some cases not known generally to the social workers, and definite activities and plans were described by the State Superintendent of Education and his coworkers present at the meeting.

A spirit of harmony prevailed throughout the meeting, and the welfare of children and the "American Aspiration" that every child shall be educated in some way for *some thing*, touched everybody present.

While the Forum is only deliberative and no resolutions are passed for action, it was significant that during the discussion, the Director of Vocational Education invited social workers to attend a program on guidance during the annual meeting of the Kentucky Educational Association at Louisville in March. Social workers mentioned plan to invite representatives of the State Department of Education and other educators to a joint meeting during the State Conference of Social Work.

On the whole, the joint meeting of AASW with the State Capital Forum was successful in promoting understanding, and in the promise of cooperation in the future between educators in the public school system and social welfare workers throughout the State.

A Professional Project

(Continued from page 7)

In 2½ years the library has become the source to which social workers throughout central Washington turn for books for personal reference and material for staff development programs. Due to the absence of private social agencies in this area, particular attention was given to selecting books on case work in public welfare and child welfare. The State Department of Health and the Farm Security Administration have asked that use of the library be extended to their staff members and have contributed books.

Book displays, set up at each meeting of the group, stimulate profitable reading and provide a medium for circulating books. A catalogue of available material is sent to each member so that books may be circulated by mail.

The expense of the Memorial is much lower than might have been expected, so low in fact that almost any similarly situated chapter could by cooperative effort establish a similar library. Since non-members of the Association have made wide use of the library, the present plan of financing its development is to broaden the base of support by setting up an annual budget which includes small yearly contributions from both members and non-members. The result is a project of genuine professional value to all social workers in this area.

NATIONAL BUDGET FOR 1941

Further examination of the finances of the Association was reported to the National Board in March by the Financial Advisory Committee, and the budget for 1941, originally approved at the October meeting of the Board, was modified in conformity with the new estimates.

As revised, the budget represents the Board's expectation that the program can be carried on at a lower cost than originally estimated with the result that the probable deficit for the year is materially reduced.

On the basis of comparison with the earlier figures, the revised budget reduces estimated operating costs from $69,875 to $68,600, a saving of $1,275, with anticipated income from regular dues, additional contributions and miscellaneous sources estimated at $67,725. The new budget, therefore, anticipates an operating deficit of $875 for the year. In addition, a net deficit of $439.14 carried over from 1940 makes a total of $1,314.14, which is needed to wipe out the deficit by the end of 1941.

In presenting its report to the Board, the Financial Advisory Committee suggested three possible methods of securing the funds needed to balance the budget by the end of 1941. One was to ask the Delegate Conference to levy a special assessment of 50¢ per member for the year beginning January 1, 1941. It was anticipated that such action might reduce the amount of extra payments from contributing and sustaining members during the last half of the year. As estimated by the Committee, a 50¢ assessment would, however, make available a sufficient fund so that after July, 1942, the income from regular dues would be large enough to eliminate any necessity for a second assessment or a permanent increase in dues.

An alternative suggestion was that the regular dues might be increased by 25¢. Still another suggestion was to undertake a special campaign to promote contributing and sustaining memberships.

As recorded in the April COMPASS, the National Board endorsed the proposal to be submitted to the Delegate Conference for a 50¢ assessment. Since a separate proposal relating to an increase in dues for purposes not now included in the National budget also will come before the Conference, and since further efforts to secure contributing and sustaining memberships will not necessitate special Conference action, the Conference may choose any of the three suggested methods for dealing with the Association's financial problem.

The following table shows the budget items for 1941 as voted by the National Board:

Budget for 1941

BALANCES	
Cash, January 1st	$591.35
TWA Deposit	425.00
Total	$1,016.35
Unpaid Obligations Jan. 1st	1,455.49
Deficit as of Jan. 1, 1941	$439.14
INCOME	
Membership Dues	$65,500.00
Add. Contributions	1,725.00
Miscellaneous	500.00
Total	$67,285.86
DISBURSEMENTS	
Salaries	$44,105.00
Office Expense	8,975.00
Social Security Taxes	1,225.00
Ediphones	395.00
Committee Travel	4,000.00
Staff Travel	4,200.00
Compass	4,000.00
Publications	200.00
Conference	1,500.00
Total	$68,600.00
Deficit anticipated Jan. 1, 1942	$1,314.14

The AASW Chapters and Council in California have adopted and made available for use through a printed pamphlet a statement of *Principles of Public Welfare Reorganization, California.*

The statement is issued at this time because the California Chapters and Council are convinced that the 1941 session of the Legislature should enact legislation that will integrate the public services at both state and county levels. They submit detailed recommendations concerning organization, scope of integration, administration controls, residence rules, structure, state and county administration, and financing.

The members of these chapters believe that while not all of the principles of reorganization embodied in the recommendations can be put into effect immediately, they represent a minimum feasible plan on which appropriate legislation can be built.

Copies of the pamphlet may be secured from the office of the *San Francisco Chapter,* Room 409, 45 Second Street, San Francisco, and are priced at 5¢ each.